



*Wages
2000-2001*

Groups:

SOURCE	T.V.B.		
EFF.	86	07	15
TERM.	87	12	19
No. OF EMPLOYEES	151		
NOMBRE D'EMPLOYES	A.B.		

LIGHTKEEPERS
(non-supervisory)
(supervisory)

Group Specific Agreements
between the Treasury Board
and the Public Service Alliance
of Canada

Codes: 607/86
657/86

Expiry date:
December 19, 1987

Canada

OCT 13 1987

662602

GROUP SPECIFIC AGREEMENTS

BETWEEN

THE TREASURY BOARD

AND

THE PUBLIC SERVICE ALLIANCE OF CANADA

GROUPS: LIGHTKEEPERS
(NON-SUPERVISORY)
(SUPERVISORY)

CODES: 607/86
657/86

EXPIRY DATE: DECEMBER 19, 1987

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ADMINISTRATION OF COLLECTIVE AGREEMENT

1. Under the terms of an agreement reached between the President of the Treasury Board and the Public Service Alliance of Canada (the Alliance) in July, 1985, the parties agreed to a two-tier system of bargaining to apply to all members of Alliance bargaining units for which the Treasury Board represents the Employer.
2. The first tier will consist of a single Master Agreement having its own expiry date, to be negotiated for all Alliance bargaining units and will incorporate terms and conditions of employment not included in matters to be negotiated at the second tier.
3. The second tier will consist of individual and separate collective agreements (Group Specific collective agreements) to be negotiated with each of the bargaining units with each having its own expiry date as negotiated by the parties.
4. The attached Group Specific collective agreements signed on July 15, 1986 reflects certain terms and conditions of employment that have been agreed to at the second tier as a result of negotiations between the Treasury Board of Canada and the Public Service Alliance of Canada on behalf of employees in the Lightkeepers (Non-Supervisory and Supervisory) bargaining units.
5. The articles and clauses identified in these Group Specific collective agreements replace and supersede certain articles, and clauses in the Lightkeepers (Non-Supervisory and Supervisory) collective agreements signed between the Alliance and the Employer on September 9, 1981 which were extended by the Public Sector Compensation Restraint Act and which expired on December 19, 1984. Except

for those articles and clauses which are replaced and superseded by the Group Specific collective agreements, all remaining articles and clauses of the expired collective agreements shall remain in force until such time as a Master Agreement is signed. Until a Master Agreement is signed, it will be both the Lightkeepers (Non-Supervisory and Supervisory) Groups Specific collective agreements and the expired collective agreements which will represent terms and conditions of employment for the Lightkeepers (Non-Supervisory and Supervisory) bargaining units.

6. Consequently the attached Group Specific collective agreements must be retained with the expired collective agreement until a Master Agreement is signed at which time the expired collective agreement will cease to have application. Upon signing of a Master Agreement, it will be the attached Lightkeepers (Non-Supervisory and Supervisory) Groups Specific collective agreements in conjunction with the Master Agreement which will represent terms and conditions of employment for the Lightkeepers (Non-Supervisory and Supervisory) bargaining units.

BETWEEN

THE TREASURY BOARD

AND

THE PUBLIC SERVICE ALLIANCE OF CANADA

GROUP: LIGHTKEEPERS
(NON-SUPERVISORY)

THE TREASURY BOARD

THE PUBLIC SERVICE ALLIANCE

OF

OF

CANADA

CANADA



L. M. Tenace



Albert S. Burke

CODE: 607/86

EXPIRY DATE: DECEMBER 19, 1987

TABLE OF CONTENTS

<u>ARTICLE</u>	<u>SUBJECT</u>	<u>PAGE</u>
** 1	Purpose and Scope of Agreement ...	1
2	Interpretation and Definitions ...	1
7	Recognition	2
14	Leave - General	3
**15	Vacation Leave	3
23	Pay	8
29	Agreement Re-Opener	8
30	Miscellaneous	8
31	General	9
**32	Job Security	11
**33	Technological Change	11
**34	Duration of the Agreement	13
**	Appendix "A" - Rates of Pay and Supplementary Allowance	A-1
**	Appendix "B" - Adjustment in Rates of Pay	B-1
**86-1	Letter of Understanding - Accommodation and Services	
**86-2	Letter of Understanding - Transportation	
**86-3	Letter of Understanding - Sick Leave Rotational Stations	
**86-4	Letter of Understanding - Absent Lightkeeper Duties	

**86-5 Letter of Understanding -
Off Duty Periods - Absences

**86-6 Letter of Understanding -
Meteorological Allowance

**Asterisks denote changes from the previous
Collective Agreement.

ARTICLE 1

PURPOSE AND SCOPE OF AGREEMENT

Delete Article 1 "Purpose of Agreement" in its entirety from the collective agreement signed between the Alliance and the Employer on September 9, 1981 which was extended by the Public Sector Compensation Restraint Act and which expired on December 19, 1984 and replace by the following:

- ** 1.01 The purpose of these Group Specific Agreements is to set forth certain terms and conditions of employment including rates of pay for all employees described in the certificates issued by the PSSRB on the tenth (10th) day of January 1968 covering employees of the Lightkeepers non-supervisory and supervisory groups.
- ** 1.02 The Master Agreement shall establish certain terms and conditions of employment which shall form part of these Agreements.
- ** 1.03 In the event there is a conflict between these Agreements and the Master Agreement with the exception of expiry dates and except where specifically modified by these Agreements through an exception made pursuant to Article 1.03(a) of the Master Agreement, the Master Agreement shall prevail.

ARTICLE 2

INTERPRETATION AND DEFINITIONS

Delete clauses 2.01(b), (c), (e), (k) and (l) from the collective agreement signed between the Alliance and the Employer on September 9, 1981 which was extended by the Public Sector Compensation Restraint Act and which expired on December 19, 1984 and replace by the following:

- 2.01 For the purpose of this Agreement.
- (b) "allowance" means compensation payable for the performance of special or additional duties;
- (c) "bargaining unit" means the employees of the Employer in the Lightkeepers Group, Operational Category, whose duties do not include the supervision of other employees in that occupational group, as described in the certificate issued by the Public Service Staff Relations Board on January 10, 1968;
- (e) "daily rate of pay" means an employee's weekly rate of pay divided by seven (7);
- (k) "remuneration" means pay and allowances;
- (l) "weekly rate of pay" means an employee's annual rate of pay divided by 52.176;

ARTICLE 7

RECOGNITION

Delete Article 7 "Recognition" in its entirety from the collective agreement signed between the Alliance and the Employer on September 9, 1981 which was extended by the Public Sector Compensation Restraint Act and which expired on December 19, 1984 and replace by the following:

7.01 The Employer recognizes the Alliance as the exclusive bargaining agent for all employees described in the certificate issued by the Public Service Staff Relations Board on the tenth (10th) day of January, 1968, covering the non-supervisory employees of the Lightkeepers Occupational Group.

ARTICLE 14

LEAVE - GENERAL

Delete clauses 14.02, 14.04, and 14.06 in their entirety from the collective agreement signed between the Alliance and the employer on September 9, 1981 was extended by the Public Sector Compensation Restraint Act and which expired on December 19, 1984.

ARTICLE 15

VACATION LEAVE

Delete Article 15 "Vacation Leave" in its entirety from the collective agreement signed between the Alliance and the Employer on September 9, 1981 which was extended by the Public Sector Compensation Restraint Act and which expired on December 19, 1984 and replace by the following:

15.01 The vacation year shall be from April 1st to March 31st inclusive of the following calendar year.

Accumulation of Vacation Leave

15.02 An employee who has earned at least two (2) weeks' pay during each calendar month of a vacation year shall earn credits at the following rates provided he has not earned credits in another bargaining unit with respect to the same month:

- ** (a) Effective April 1, 1986 three (3) weeks per vacation year if he has completed less than nine (9) years of continuous employment.

or

- ** (b) Effective April 1, 1986 four (4) weeks per vacation year if he has completed nine (9) years of continuous employment.

or

- (c) Five (5) weeks per vacation year if he has completed twenty (20) years of continuous employment, except that an employee who has received or is entitled to receive furlough leave shall accumulate four (4) weeks only per vacation year in his twenty-first (21st) to twenty-fifth (25th) year inclusive of continuous employment.

15.03 Vacation leave provided under clause 15.02(b),(c) which is excess of the three (3) or four (4) weeks per vacation year respectively shall be granted on a prorata basis during the vacation year in which the employee completes the required years of continuous employment.

15.04 An employee who has not received at least two (2) weeks' pay for each calendar month of a vacation year will earn vacation leave at one-twelfth (1/12th) of the applicable rate in clause 15.02 for each calendar month for which he received at least two (2) weeks' pay.

Entitlement to Leave

15.05 An employee earns but is not entitled to receive vacation leave with pay during his first six (6) months of continuous employment.

- ** 15.06 When an employee becomes subject to this Agreement, the employee's leave credits shall be recalculated in accordance with the leave credit formula applicable to his altered work schedule.

Scheduling of Vacation Leave

15.07 Employees are expected to take all their vacation leave during the vacation year in which it is earned.

15.08 The Employer shall, subject to the operational requirements of the service, make reasonable effort to schedule an employee's vacation leave during the vacation year in which it is earned, provided the employee gives adequate notice of his intention.

15.09 The Employer shall give the employee as much notice as is practicable that a request for vacation or furlough leave has or has not been approved.

15.10 Where, in respect of any period of vacation leave, an employee:

- (a) is granted bereavement leave,

or

- (b) is granted leave with pay because of illness in the immediate family,

or

- (c) is granted sick leave on production of a medical certificate,

the period of vacation leave so displaced shall either be added to the vacation period if requested by the employee and approved by the Employer or reinstated for use at a later date.

15.11 When, after October 1st of any vacation year, vacation leave has not been scheduled or taken by an employee, the Employer may schedule such leave during the remainder of the vacation year.

Carry-over Provisions

15.12 When operational requirements prevent an employee from using all the vacation leave credited to him, the unused portion (if his vacation leave shall be carried over into the following vacation year.

15.13 The Employer will make reasonable effort to comply with a request made by the employee before October 1st. that he be permitted to carry over into the following vacation year, any period of vacation leave up to five (5) days earned by him in the current vacation year, but the total accumulation shall not exceed the number of days of vacation leave which that employee can earn in the current vacation year.

Advance Payments

** 15.14 The Employer agrees to issue advance payments of estimated net salary for vacation period of two (2) or more complete weeks, provided a written request for such advance payment is received from the employee at least six (6) weeks prior to the last day before the employee's vacation period commences.

** 15.15 Providing the employee has been authorized to proceed on vacation leave for the period concerned, pay in advance of going on vacation shall be made prior to departure. Any overpayment in respect of such pay advances shall be an immediate first charge against any subsequent pay entitlements and shall be recovered in full prior to any further payment of salary.

Recall from Vacation Leave

15.16

- (a) Subject to the operational requirements of the Service, the Employer will make every reasonable effort not to recall an employee to duty after he has proceeded on vacation leave;
- (b) When, during any period of vacation leave, an employee is recalled to duty, he shall be reimbursed for reasonable expenses, as normally defined by the Employer, that he incurs:

(i) in proceeding to his place of duty,

and

(ii) in returning to the place from which he was recalled if he immediately resumes vacation upon completing the assignment for which he was recalled,

after submitting such accounts as are normally required by the Employer;

(c) The employee shall not be considered as being on vacation leave during any period in respect of which he is entitled under clause 15.15 (b) to be reimbursed for reasonable expenses incurred by him.

Leave when employment terminates

15.17 Where an employee dies or otherwise terminates his employment after a period of continuous employment of not less than thirty (30) days but not more than six (6) months, he or his estate shall, in lieu of earned vacation leave, be paid an amount equal to four per cent (4%) of the total of the pay received by him during his period of employment.

15.18 When an employee who has completed more than six (6) months of continuous employment ceases to be employed, he or his estate shall be paid, in lieu of earned but unused vacation leave and furlough leave, an amount equal to the product obtained by multiplying the number of days of earned but unused vacation leave and furlough leave to his credit by the daily rate of pay to which he is entitled by virtue of the certificate of appointment in effect at the time of the termination of his employment.

15.19 Notwithstanding clause 15.18, an employee whose employment is terminated by reason of a declaration that he abandoned his position is entitled to receive the payment referred to in clause 15.18, if he requests it within six (6) months following the date upon which his employment is terminated.

ARTICLE 23PAY

Delete clauses 23.04 and 23.07 from the collective agreement signed between the Alliance and the Employer on September 9, 1981 which was extended by the Public Sector Compensation Restraint Act and which expired on December 19, 1984.

ARTICLE 29AGREEMENT RE-OPENER

Delete Article 29 "Agreement Re-Opener" in its entirety from the collective agreement signed between the Alliance and the Employer on September 9, 1981 which was extended by the Public Sector Compensation Restraint Act and which expired on December 19, 1984 and replace by the following:

29.01 This Agreement may be amended by mutual consent.

ARTICLE 30MISCELLANEOUS

Delete Article 30 "Miscellaneous" in its entirety from the collective agreement signed between the Alliance and the Employer on September 9, 1981 which was extended by the Public Sector Compensation Restraint Act and which expired on December 19, 1984 and replace by the following:

30.01 Except as otherwise provided in the Designated Paid Holidays and Severance Pay Articles of the master agreement, and Appendix "A" Pay rates, the terms and conditions of employment for seasonal,

rotational and seasonal-rotational employees are not altered by this Agreement in so far as they do not differ from past general practice.

30.02 Employees' compensation is based on the performance of all services required.

30.03

- (a) When a lightkeeper assigned to a rotational lightstation is on duty on that lightstation for a period of twenty-four (24) consecutive hours or more, he shall be entitled, in respect of each twenty-four (24) hour period, to one (1) rotational day off.
- (b) Notwithstanding any provision to the contrary in the present Agreement, rotational days off earned in accordance with this clause shall be deemed to have been granted between each on-duty period on the rotational lightstation provided that rotational days off shall be deemed not to have been granted concurrently with a designated paid holiday or vacation leave entitlements.

ARTICLE 31GENERAL

Delete Article 31 "General" in its entirety from the collective agreement signed between the Alliance and the Employer on September 9, 1981 which was extended by the Public Sector Compensation Restraint Act and which expired on December 19, 1984 and replace by the following:

31.01 An employee's schedule of work shall not be construed as guaranteeing the employee minimum or maximum hours of work.

31.02 The formula under which the allowance for meteorological and such related observations are calculated shall be maintained during the life of this Agreement. However, Note 5 of Appendix "A" will not apply.

31.03 Where applicable, the Employer shall continue its present practice of delivering food and mail to lightkeepers. Every reasonable effort will be made to effect delivery at least every two (2) months and to give forty-eight (48) hours' notice to the lightkeeper concerned of the departure of the supply vessel,

31.04 First aid courses will be made available to lightkeepers where the Employer assesses a need for such training.

31.05 The Employer and the Alliance agree to the principle of charging visitors on travel status for meals and overnight accommodation supplied by the lightkeeper. Both parties will consult on the matter of rates to be charged,

31.06 Where practicable, forty-eight (48) hours' notice will be given to the lightkeeper of the arrival of overnight guests. This will not apply in the case of Department of Transport inspectors and in cases of emergency.

31.07 The Employer will consult with the lightkeeper on the need for the Employer to supply bed and bedding when the Department of Transport's guests are to be accommodated in the Lightkeeper's dwelling and, if required, bed and bedding will be supplied by the Department.

**

ARTICLE 32JOB SECURITY

32.01 Subject to the willingness and capacity of individual employees to accept relocation and retraining, the Employer will make every reasonable effort to ensure that any reduction in the work force will be accomplished through attrition.

**

ARTICLE 33TECHNOLOGICAL CHANGE

33.01 The parties have agreed that in cases where as a result of technological change the services of an employee are no longer required beyond a specified date because of lack of work or the discontinuance of a function, the National Joint Council Work Force Adjustment agreement concluded by the parties will apply. In all other cases the following clauses will apply.

33.02 In this Article "Technological Change" means:

- (a) the introduction by the Employer of equipment or material of a different nature than that previously utilized;
- and
- (b) a change in the Employer's operation directly related to the introduction of that equipment or material.

33.03 Both parties recognize the overall advantages of technological change and will, therefore, encourage and promote technological change in the Employer's operations. Where technological change is to be implemented, the Employer will seek ways and means of minimizing adverse effects on employees which might result from such changes.

33.04 The Employer agrees to provide as much advance notice as is practicable but, except in cases of emergency, not less than one hundred and twenty (120) written notice to the Alliance of the introduction or implementation of technological change when it will result in significant changes in the employment status or working conditions of the employees.

33.05 The written notice provided for in clause 33.04 will provide the following information:

- (a) The nature and degree of change.
- (b) The anticipated date or dates on which the Employer plans to effect change.
- (c) The location or locations involved.

33.06 As soon as reasonably practicable after notice is given under clause 33.04, the Employer shall consult with the Alliance concerning the effects of the technological change referred to in clause 33.04 on each group of employees. Such consultation will include but not necessarily be limited to the following:

- (a) The approximate number, class and location of employees likely to be affected by the change.
- (b) The effect the change may be expected to have on working conditions or terms and conditions of employment on employees.

33.07 When, as a result of technological change, the Employer determines that an employee requires new skills or knowledge in order to perform the duties of his substantive position, the Employer will make every reasonable effort to provide the necessary training during the employee's working hours and at no cost to the employee.

**

ARTICLE 34

DURATION OF THE AGREEMENT

Delete Article 32 "Duration of the Agreement" in its entirety from the collective agreement signed between the Alliance and the Employer on September 9, 1981 which was extended by the Public Sector Compensation Restraint Act and which expired on December 19, 1984 and replace by the following:

34.01 ~~The duration of this collective agreement shall be from the date it is signed to December 19th, 1987.~~

34.02 Unless otherwise expressly stipulated, the provisions of this agreement shall become effective on the date it is signed.

34.03 Except as provided in this Group Specific collective agreement, all terms and conditions of employment applicable to the bargaining units as embodied in the collective agreements signed between the Public Service Alliance of Canada (PSAC) and the Employer on September 9, 1981, which was extended by the Public Sector Compensation Restraint Act and which expired on December 19, 1984, shall remain in force and shall be observed by the Employer and the PSAC, as was agreed to by both parties in the Procedures Governing "Master Agreement" Negotiations signed on July 28, 1985 and July 31, 1985, until the date of signing of the Master Agreement.

34.04 Notwithstanding clause 34.03, where the parties to the Master Agreement agree that a certain term or condition of employment will be a subject of negotiations in Group Specific negotiations, the parties to this Group Specific collective agreement agree to negotiate such term or condition of employment and where agreement is reached this Group Specific collective agreement will be re-opened pursuant to Article 29 to incorporate such provision.

SIGNED AT OTTAWA, this 15th day of the month of July 1986.

THE TREASURY BOARD

THE PUBLIC SERVICE ALLIANCE

OF

OF

CANADA

CANADA

Gay Reardon

Albert S. Burke

William Morgan

R. Cochrane

Lucien Cardinal

L.W. Anderson

Lise Dagenais

R.C. Carrière

A. Boettger

M. McNamara

**

APPENDIX "A"

LI - LIGHTKEEPERS

RATES OF PAY AND SUPPLEMENTARY ALLOWANCE

A: EFFECTIVE 20 DEC 1984
B: EFFECTIVE 20 DEC 1985
C: EFFECTIVE 20 DEC 1986

LI-1

FROM: \$:	16034	16483	16918	17364	17807
TO: A:	16635	17101	17532	18015	18475
E:	17217	17700	18165	18646	19122
C:	17777	18275	18756	19252	19743

LI-2

FROM: \$:	16211	16806	17414	18014	18619
TO: A:	16819	17436	18067	18690	19317
B:	17408	18046	18699	19344	19993
C:	17974	18632	19307	19973	20643

LI-3

FROM: \$:	17740	18321	18898	19483
TO: A:	18405	19008	19607	20214
a:	19049	19673	20293	20921
C:	19668	20312	20953	21601

LI-4

FROM: \$:	19072	19628	20193	20742
TO: A:	19787	20364	20950	21520
B:	20480	21077	21683	22273
C:	21146	21762	22388	22997

LI-5

FROM: \$:	20430	21000	21563	22125
TO: A:	21196	21788	22372	22955
B:	21938	22551	23155	23758
C:	22651	23284	23908	24530

TO-DAY

LI - LIGHTKEEPERSRATES OF PAY AND SUPPLEMENTARY ALLOWANCE

A: EFFECTIVE 20 DEC 1984
 B: EFFECTIVE 20 DEC 1985
 C: EFFECTIVE 20 DEC 1986

LI-6

FROM: \$:	21839	22498	23162	23829
TO: A:	22658	23342	24031	24723
B:	23451	24159	24872	25588
C:	24213	24944	25680	26420

LI-7

PROM: \$:	23682	24319	24966	25607
TO: A:	24570	25231	25902	26567
B:	25430	26114	26809	27497
C:	26256	26963	27680	28391

LI-8

FROM: \$:	25691	26329	26984	27591
TO: A:	26654	27316	27975	28626
B:	27587	28272	28954	29628
C:	28484	29191	29895	30591

LI-9

FROM: \$:	27586	28232	28884	29750
TO: A:	28620	29291	29967	30866
B:	29622	30316	31016	31946
C:	30585	31301	32024	32984

NOTES:

1. An employee who is paid at a rate in the "FROM" scale of rates shall, on the relevant effective date, be paid at the rate listed immediately below that rate in the "A" scale of rates.
2. An employee who is paid at a rate in the "A" scale of rates shall, on the relevant date, be paid at the rate listed immediately below that rate in the "B" scale of rates.
3. An employee who is paid at a rate in the "B" scale of rates shall, on the relevant effective date, be paid at the rate listed immediately below that rate in the "C" scale of rates.
4. The increment period for employees paid in these scales of rates, other than part-time and casual employees, is one year.
- ** 5. When an employee, who is in receipt of a special duty allowance or an extra duty allowance, is granted leave with pay, he is entitled during his period of leave to receive the allowance if the special or extra duties in respect of which he is paid the allowance were assigned to him on a continuing basis, or for a period of two (2) or more months prior to the period of leave.
- ** 6. Adjustment in rates of pay for positions at seasonal, rotational and seasonal-rotational lightstations will be found in Appendix "8".

APPENDIX "B"ADJUSTMENT IN RATES OF PAY

Delete Appendix "B", Adjustment in Rates of Pay in its entirety from the collective agreement signed between the Alliance and the Employer on September 9, 1981 which was extended by the Public Sector Compensation Restraint Act and which expired on December 19, 1984 and replace by the following:

- (a) There shall be an adjustment in rates of pay at each level, where applicable, for positions at Seasonal, Rotational and Seasonal-Rotational lightstations in the following manner:

Days of Operation of Lightstation	Seasonal Stations Rate of Adjustment	Rotational Stations Rate of Adjustment	Seasonal Rotational Stations Rate of Adjustment
335 - 365	100%	90%	90%
305 - 334	95%	n/a	85%
274 - 304	90%	n/a	80%
244 - 273	85%	n/a	75%
182 - 243	80%	n/a	70%

- (b) The aforementioned rates of adjustment shall apply to the salary ranges for each level in Appendix "A", where applicable, and shall be applied to the final ~~December 20, 1984,~~ December 20, 1985 and December 20, 1986 salary ranges.
- (c) Where an employee assigned to a seasonal or seasonal-rotational lightstation is granted vacation leave, furlough leave or lieu days following the operational period of the lightstation, such period of leave or lieu days shall be added to the operational period of the lightstation in determining the adjustment in rates of pay applicable to that employee.

SUPPLEMENTARY ALLOWANCE

- (a) The following supplementary allowance shall be paid to each lightkeeper:

- A - Effective December 20, 1984
 B - Effective December 20, 1985
 C - Effective December 20, 1986

Full-Time Station

	<u>A</u>	<u>B</u>	C
1. in 1-man stations	\$1344	\$1391	\$1436
2. in 2-man stations	1344	1391	1436
3. in 4-man stations	1006	1041	1075

Seasonal StationsDays of Operations of Lightstation

- 335 - 365 100% of applicable full-time allowance
 305 - 334 95% of applicable full-time allowance
 274 - 304 90% of applicable full-time allowance
 244 - 273 85% of applicable full-time allowance
 182 - 243 80% of applicable full-time allowance
- (b) Where a lightkeeper assigned to a seasonal lightstation is granted vacation leave, furlough leave or lieu days following *the* operational period of the lightstation, such period of leave or lieu days shall be added to the operational period of the lightstation in determining the supplementary allowance applicable to that lightkeeper.

BETWEEN

THE TREASURY BOARD

AND

THE PUBLIC SERVICE ALLIANCE OF CANADA

GROUP: LIGHTKEEPERS
(SUPERVISORY)

CODES: 657/86

EXPIRY DATE: DECEMBER 19, 1987

NOTA BENE

Delete "NOTA BENE" in its entirety from the collective agreement signed between the Alliance and the Employer on September 9, 1981 which was extended by the Public Sector Compensation Restraint Act and which expired on December 19, 1984 and replace by the following:

NOTA BENE:

The provisions of the Collective Agreement covering the employees of the Lightkeepers Group (Supervisory) are identical except for the following, to the provisions contained in the Lightkeepers Group (Non-Supervisory) Collective Agreement.

ARTICLE 2

INTERPRETATION AND DEFINITIONS

2.01

(c) "bargaining unit" means the employees of the Employer in the Lightkeepers Group, Operational Category, whose duties include the supervision of other employees in that Occupational Group, as described in the certificate issued by the Public Service Staff Relations Board on January 10, 1968;

ARTICLE 7

RECOGNITION

7.01 The Employer recognizes the Alliance as the exclusive bargaining agent for all employees described in the certificate issued by the Public Service Staff Relations Board on the tenth (10th) day of January, 1968, covering supervisory employees of the Lightkeepers Occupational Group.

86-1
July 15, 1986SIGNED AT OTTAWA, this 15th day of the month of July
1986.

THE TREASURY BOARD

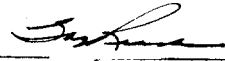
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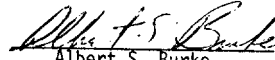
CANADA

THE PUBLIC SERVICE ALLIANCE

OF

CANADA

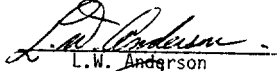

 Gay Reardon

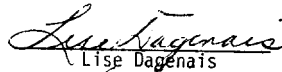

 Albert S. Burke

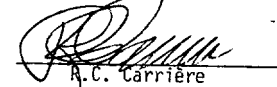

 William Morgan

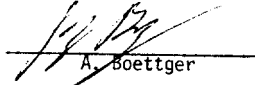

 R. Cochrane


 Lucien Cardinal


 L.W. Anderson


 Lise Dagenais


 A.C. Carrière


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 Ottawa, Ontario.
 K2P 0P1

Dear Mr. Burke:

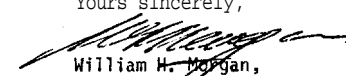
Subject: Accommodation and Services

This will confirm the understanding arrived at between the Employer and the Public Service Alliance of Canada during the negotiations for the renewal of the Collective Agreements for the Lightkeepers (Non-Supervisory and Supervisory) Groups with regard to living accommodation and services where applicable for Lightkeepers.

The Employer wishes to confirm its intention of continuing the present practice of the Department of Transport in regard to the provision of accommodation and services which are now provided to Lightkeepers.

This Letter of Understanding will expire on December 19th, 1987.

Yours sincerely,


 William H. Morgan,
 Negotiator
 Staff Relations Branch,
RECEIVED AND ACCEPTED BY THE
PUBLIC SERVICE ALLIANCE OF CANADA

 Albert Burke, Vice-President

86-2
July 15, 1986

86-3
July 5, 1986

Mr. Albert Burke,
Vice-President,
Public Service Alliance
of Canada,
233 Gilmour Street,
Suite 1100,
Ottawa, Ontario.
K2P 0P1

Dear Mr. Burke:

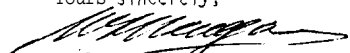
Subject: Transportation

This Memorandum will confirm the understanding arrived at between the Employer and the Public Service Alliance of Canada during the negotiations for the renewal of the Collective Agreements for the Lightkeepers (Non-Supervisory and Supervisory) Groups concerning transportation for employees.

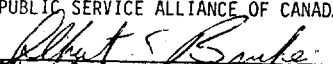
The Employer will maintain the present practice within the Department of Transport of providing employees where necessary when proceeding on leave, transportation to and from convenient public transportation and payment of reasonable expenses incurred by employees due to delays in proceeding to and returning from leave, when the delays are considered by the Employer to be beyond the control of the employees.

This Letter of Understanding will expire on December 19th, 1987.

Yours sincerely,


William H. Morgan,
Negotiator,
Staff Relations Branch.

RECEIVED AND ACCEPTED BY THE
PUBLIC SERVICE ALLIANCE OF CANADA


Albert Burke, Vice-President

Mr. Albert Burke,
Vice-President,
Public Service Alliance
of Canada,
233 Gilmour Street,
Suite 1100,
Ottawa, Ontario.
K2P 0P1

Dear Mr. Burke:

Subject: Sick Leave Rotational Stations

This Letter of Understanding is an exception pursuant to clause 1.03(a) of Article 1 - Purpose and Scope of the Master Agreement and will confirm the understanding reached between the Employer and the Public Service Alliance of Canada concerning the administration of sick leave for employees assigned to rotational lightstations.

It was agreed in negotiations that:


- (1) A lightkeeper assigned to a rotational lightstation who is granted sick leave with pay during an on-duty period shall be deemed to be on duty for purposes of clause 30.03 of the Agreement and shall accordingly be credited with one rotational day off for each twenty-four (24) hour period of sick leave granted.
- (2) A lightkeeper assigned to a rotational lightstation is not eligible for sick leave with pay between active duty periods on the rotational lightstation, except as otherwise provided in clause 15.09(c) of the Agreement.

July 15, 1986

- (3) A lightkeeper assigned to a rotational lightstation who is granted sick leave, shall be deducted sick leave credits at the rate of two (2) days for each twenty-four (24) hour period of absence from duty.

This Letter of Understanding will expire on December 19th, 1987.

Yours sincerely,



William H. Morgan,
Negotiator,
Staff Relations Branch.

RECEIVED AND ACCEPTED BY THE
PUBLIC SERVICE ALLIANCE OF CANADA


Albert S. Burke
Vice-President

Mr. Albert Burke,
Vice-president,
Public Service Alliance
of Canada,
233 Gilmour Street,
Suite 1100,
Ottawa, Ontario.
K2P 0P1

Dear Mr. Burke:

Subject: Absent Lightkeeper Duties

This Letter of Understanding will confirm the understanding arrived at between the Employer and the Public Service Alliance of Canada during the negotiations for the renewal of the Collective Agreements for the Lightkeepers (Non-Supervisory and Supervisory) Groups concerning the remuneration of lightkeepers required by management to perform the duties of lightkeepers absent on authorized leave.

Where a lightkeeper is required by management to perform the duties of an absent lightkeeper from the same lightstation, he shall earn one (1) day of compensatory leave for each day he is required to perform the duties of the absent lightkeeper. However, where two (2) lightkeepers are required to share the duties of an absent lightkeeper from the same lightstation, they shall each earn one-half (\$) day of compensatory leave for each day they are required to perform said additional duties. Compensatory leave credits earned in accordance with this Memorandum may be liquidated as leave or, at the employee's option, by cash payment.

This Letter of Understanding will expire on
December 19th, 1987.

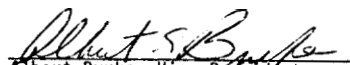
86-5
July 15, 1986

Yours sincerely,



William H. Morgan,
Negotiator,
Staff Relations Branch.

RECEIVED AND ACCEPTED BY THE
PUBLIC SERVICE ALLIANCE OF CANADA


Albert Burke, Vice-President

Mr. Albert Burke,
Vice-president,
Public Service Alliance
of Canada,
233 Gilmour Street,
Suite 1100,
Ottawa, Ontario.
K2P 0P1

Dear Mr. Burke:

Subject: Off Duty Periods - Absences

This Letter of Understanding will confirm the understanding arrived at between the Employer and the Public Service Alliance of Canada during the negotiations for the renewal of the Collective Agreements for the Lightkeepers (Non-Supervisory and Supervisory) Groups concerning lightkeepers absenting themselves from the station during off-duty periods.

The Employer wishes to confirm its intention of continuing the present practice of the Department of Transport to the effect that all lightkeepers, save those on rotational stations, may absent themselves during off-duty periods subject to the restrictions imposed by management for safety purposes.

86-6
July 15, 1986

This Letter of Understanding will expire on
December 19th. 1987.

Yours sincerely,



William H. Morgan,
Negotiator,
Staff Relations Branch.

RECEIVED AND ACCEPTED BY THE
PUBLIC SERVICE ALLIANCE OF CANADA



Albert Burke, Vice-President

Mr. Albert Burke,
Vice-president.
Public Service-Alliance
of Canada,
233 Gilmour Street,
Suite 1100,
Ottawa, Ontario.
K2P 0P1

Dear Mr. Burke:

Subject: Meteorological Allowance

This Letter of Understanding will confirm that the formula for meteorological observations and extra payments made for certain specified duties will continue to be as follows during the life of the collective agreements signed on covering employees in the Lightkeepers Group (Supervisory and Non-Supervisory).

• Formula \$37.38 RL

Extra Observations

Anemometer	\$ 73
Climate Report	111
Ceiling Balloon	73
Sunshine Abstracts	37
Automatic Rain Gauge	42
Same with Abstracts	73
Water Temperature	82
Same with Abstracts	150

It is also understood that the maximum amount payable per annum to a Lightkeeper is \$1,464.

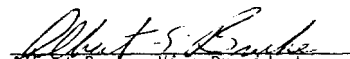
This Letter of Understanding will expire on
December 19th, 1987.

Yours sincerely,



William H. Morgan,
Negotiator,
Staff Relations Branch.

RECEIVED AND ACCEPTED BY THE
PUBLIC SERVICE ALLIANCE OF CANADA



Albert Burke, Vice-President